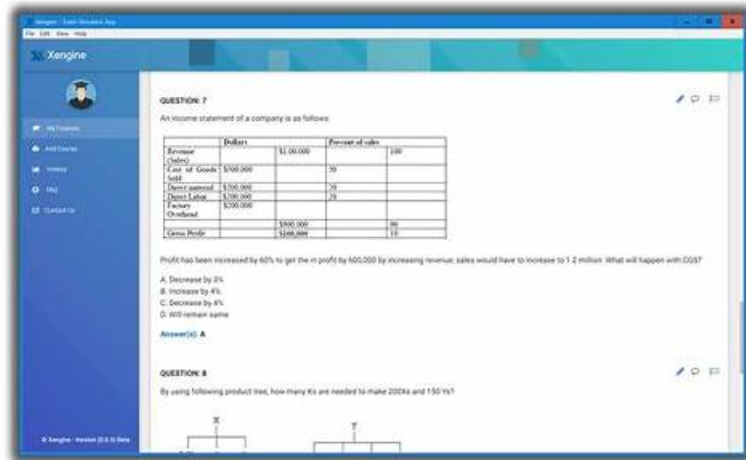


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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Recruiting: Recruiter Experience Sample Questions (Q79-Q84):

NEW QUESTION # 79

How do you define permissions for job requisition fields? Note: There are 3 correct answers to this question.

- A. Define the permissions in the Role-Based Permissions section in the Admin Center.
- B. Set the permissions to write or read for each field.
- C. Assign a permission to a field for each status (pre-approved approved and closed).
- D. Add the operators for each permission block.
- E. Permission the J role for each field.

Answer: B,C,D

Explanation:

In SAP SuccessFactors Recruiting, defining permissions for job requisition fields involves several key steps to ensure that the right users have the necessary read or write access for each field:

- * Assign Permission for Each Status (Option A): Different statuses in the requisition lifecycle (pre- approved, approved, and closed) may require distinct permissions for fields.
- * Add Operators for Each Permission Block (Option B): Define operators (e.g., recruiter, hiring manager) for each permission block, determining who can view or edit fields.
- * Set Write or Read Permissions (Option D): Specify the level of access—either read or write—for each field based on the roles and statuses.

: SAP SuccessFactors Recruiting Management Data Model Guide - Field Permissions and Role Configurations.

Explanation of Incorrect Options:

Option C - Permission the J role: Permissions are assigned by field and operator, not a single role.

Option E - Role-Based Permissions in Admin Center: Job requisition field permissions are typically configured within the Job Requisition Data Model XML, not directly in Role-Based Permissions.

NEW QUESTION # 80

When defining the field attribute overrides in the Application XML which of the following attributes determine which override(s) should trigger? Note: There are 2 correct answers to this question.

- A. State/Province of the Job Posting
- **B. Applicant type**
- **C. Country of the Job**
- D. Country of the candidate

Answer: B,C

Explanation:

When defining field attribute overrides in the Application XML, certain attributes determine which overrides will trigger. These include:

Country of the Job (Option B):

The location of the job posting is a common condition for overrides, especially for compliance with country-specific regulations.

Applicant Type (Option D):

Overrides can be based on the applicant type (e.g., internal or external candidate), as different application processes may apply to different applicant types.

Reference:

Explanation of Incorrect Options:

Option A - State/Province of the Job Posting: This level of geographic specificity is not typically used for XML overrides.

Option C - Country of the Candidate: Overrides are generally configured based on job location rather than candidate location.

NEW QUESTION # 81

Which of the following fields would you map between the Candidate Profile and the People Profile? Note: There are 2 correct answers to this question.

- A. Expected salary
- **B. Language skills**
- C. Available start date
- **D. Professional membership**

Answer: B,D

NEW QUESTION # 82

Where are the values located for the fields of "country" and "stateProvince" when the field type is derived?

- **A. Picklist Center**
- B. Manage Recruiting Triggers

- C. Manage Recruiting Settings
- D. Set up Job Board Options

Answer: A

Explanation:

For fields like "country" and "stateProvince" with a derived field type, the values are sourced from the Picklist Center in SAP SuccessFactors. The Picklist Center allows for centralized management of standard picklists, which are used across the system to ensure consistent data for location-related fields.

Location of Values in Picklist Center:

Navigate to Admin Center > Picklist Center.

Search for and manage picklists related to "country" and "stateProvince." Configuration and Updates:

Country and state/province picklists are often pre-configured with ISO standards but can be customized based on the organization's specific needs.

NEW QUESTION # 83

In order to associate a Job Requisition to an approval workflow what must be done? Note: There are 2 correct answers to this question.

- A. Multiple Route Maps can be associated to one Job Requisition template.
- B. A business rule to trigger the approval workflow must be created in Admin Center > Configure Business Rules.
- C. A Route Map must be created and configured in Admin Center.
- D. The Job Requisition must be associated to the appropriate Route Map in Form Template Settings.

Answer: C,D

Explanation:

To associate a Job Requisition with an approval workflow, administrators need to configure route maps properly within SAP SuccessFactors Recruiting:

Associate the Job Requisition with a Route Map in Form Template Settings (Option A):

Link the job requisition template with a route map to enable workflow approval.

Create and Configure a Route Map in Admin Center (Option B):

The route map must be configured to outline the steps and approvers in the approval workflow for the job requisition.

Steps to Configure:

In Admin Center > Manage Route Maps, create and configure the route map with the desired approval steps.

In Admin Center > Form Template Settings, link the job requisition template with the configured route map.

Reference:

Explanation of Incorrect Options:

Option C - Create a Business Rule: Business rules are not required for associating a job requisition to a route map.

Option D - Multiple Route Maps per Job Requisition Template: Only one route map can be assigned to a job requisition template.

NEW QUESTION # 84

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